

Sofia Miller

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SUMMARY

Experienced HR Manager with 15+ years focusing on Retail. Known for quality engineering.

SKILLS

Talent

Onboarding • Recruitment

Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

People Practices

Employee Relations • L&D • Succession Planning • Performance Management

Compliance

Employment Law

EXPERIENCE

HR Business Partner — Leuschke LLC (Feb 2015 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Implemented a performance review program which improved engagement scores by 18 points.

HR Business Partner — Cronin - Kub (Sep 2022 - Present)

- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 120 roles across EMEA/US, reducing time-to-hire by 33%.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.

HR Business Partner — Daugherty LLC (Jul 2018 - Jan 2023)

- Led recruitment for 139 roles across EMEA/US, reducing time-to-hire by 34%.
- Implemented a performance review program which improved engagement scores by 20 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Managed complex employee relations issues and maintained compliance with local employment law.

ACADEMIC BACKGROUND

MSc Human Resource Management, Ledner and Sons University (2016)

PROJECTS

commemoro vesper - Sustainable user-facing help-desk <https://grandiose-hydrocarbon.info/>